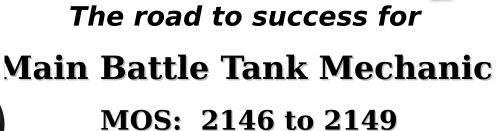
Training and Education























DRAFT

TRAINING AND EDUCATION

What is a Training and Education (T&E) Continuum?

T&E Continuums were developed to provide a roadmap for the training and education of Marines in their military occupational specialty (MOS). The goal of the T&E Continuum is to develop the best possible Marine, whether it is a first term or career Marine.

What is a T&E MOS Roadmap?

MOS Roadmaps are just what the name implies – a roadmap through the T&E Continuum from Private through MGySgt/SgtMaj - a roadmap to success in the Marine Corps.

Do I have to follow the Roadmap?

Yes and no. The roadmap has four major subareas:

- Skill Progression (MOS)
- Common Skills & Professional Military Education (PME)
 - Billet Progression & Unit Training
 - Voluntary Education (VolEd)

Some of the training is mandatory, for example entry-level training (Boot Camp, MCT, MOS School, etc...). Some may be directed by your chain of command and some is voluntary. We recommend you find a mentor that can help you along the way, or you can seek assistance from your OIC/SNCOIC. Roadmaps are a guide, but as always there are several ways to get where you want to go.

What does the roadmap do for me?

Two things:

- 1. Provides you a guide to success as a Marine and towards technical mastery.
- 2. Provides you with an education that will transfer to civilian life when you decide to leave the Marine Corps.

How do I get started?

You already have. All your training up to this

As we mentioned earlier roadmaps have four major subareas that we will briefly explain here.

Skills Progression Training is

training that will make you a better Marine in your MOS. It is a combination of formal schools, Marine Corps Institute (MCI) courses, National Standard Certification testing, and civilian education that develops your technical proficiency. It is progressive in that you will learn things as you need them and can apply them to your billet and mission.

Common Skills and PME. This is training that makes you a better Marine. PME requirements are already well established in the Marine Corps. It consists of resident courses, MCIs and required reading. The Corporal's Course, Sergeant's Course, etc... are not mandatory, but it is important for your career and growth as a leader to attend. These courses are designed to teach you what you need to know to be a Cpl or Sgt, so you should attend as soon as, or before, you are promoted.

Billet Assignment and Unit

Training is hands-on experience; there is no better training. Billet progression provides you with the opportunity to develop by accepting new, more demanding responsibilities and performing new, more difficult tasks. Unit training as prescribed in the Training & Readiness (T&R) manual focuses on the skills you need to accomplish in your MOS that require a collective effort and aids the commander in preparing his unit for combat operations.

Voluntary Education was designed to provide you an uncomplicated way to complete a degree while making you a better Marine. The three major considerations of the VolEd roadmap was class availability (especially while deployed), use of free electives, and education required as you progress in rank

Private - PFC

- 1_{st}

Yea

SKILL PROGRESSION TRAINING

(ACE Identifier)

ACE Recommended Credit

- M1A1 Tank Mech Basic Course⁽¹⁾ (MC-1710-0047) 6 SH Heavy Egpt Maint

- MCI (1321) Diesel Engines (1) 2 SH Diesel (MC-1712-0010) **Engines**

- MCI (1843A) Operating the M1A1 Tank⁽¹⁾ (MC-2205-0151) 0 **6**MMON SKILLS TRAINING / PME ACE

Reprohilation ed Services Military Apprenticeship

- Recognator (HiSMAP) (0023M) or (01/24N) 64-0089 SH 4 SH (1) PhysFit (2) Marksmanship (1)

Orienteering - Marine Combat Training (1) (MC-2204-0105) 3 SH Military Skills

- MCI (3420E) Personal Financial Mgmt (MC-1401-0009) 1 SH Financial Management

- MCI (0210B) Terrorism for Marines (MC-1606-0010) 1

SH Intro to Terrorism BChmpTetSSIGBEN ENTITIES (1)

0.SH

= Manhaele Mithary Readen ESSGILIPProgram (MASP) - if required

= Reititzaining should floors on the agilective tevents established in the Training &

Readiness Manual for this specific grade

VOLUNTARY EDUCATION

ACE Recommended

Credit

* College Algebra

3 SH Math 3 SH Oral

* Speech 101 Communications

* Denotes College Courses

(1) Denotes Entry-Level Training

Applied Scion of the Property of the Propert "Technical Studies" Associates Degree

Arts and Sciences Electives 30 SH Minimum			Applied Professional	
Humanities	Social Sciences/History	Natural Science/Math	30 SH Maximum a.k.a. (Free Electives)	
(3) * Speech 101	12.34	(3) * College Algebra	(6) Hvy Equip Maint (2) Diesel Engines (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Mgmt (1) Terrorism	
(3) Total	(0) Total	(3) Total	(16) Total	

146 Road Max

PFC-LCpl

— 2nd Year—



- MCI (3515B) Automotive Brake System (MC-1703-0033)

SH Hyd/Pneumatic Brakes

- MCI (359F) Automotive Power Trains (MC-1703-0022) 2

SH Power Train Repair

- MCI (0410B) MIMMS (MC-1717-0011) 0 SH • Complete 5000 hours in INSMAP PME (1000 hours Actal)

Recommended Credit

- MCI (0033) Fundamentals of M.C. Ldrshp (MC-1406-0023) 1

SH Supervisory management

- MCI (3316E) Basic Nutrition (MC-1729-0041) 1 SH

Nutrition

- Complete Gray Belt Qualification in MCMAP 0 SH BREACT LOSSECTROMENE MARINET RERAINS INST

- Mechanic with Division or FSSG unit
- Deploy if possible
- Special duty LCpls may apply for Marine Security Guard
- Unit training should focus on the collective events established in the Training $\&\,$

Readiness Manual for this specific grade

VOLUNTARY EDUCATION

Credit

* Psychology 101

* English 101

* Computer Science

ACE Recommended

3 SH Psychology

3 SH English

3 SH Computer Science

Credit Tally for:

Applied Science "Technical Studies" Associates Degree

Arts and Sciences Electives 30 SH Minimum			Applied Professional		
Humanities	Social Sciences/History	Natural Science/Math	30 SH Maximum a.k.a. (Free Electives)		
(3) * Speech 101 (3) * English 101	(3) * Psychology	(3) * College Algebra	(6) Hvy Equip Maint (2) Diesel Engines (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Momt	(1) Terrorism (2) Hyd Brakes (MCI) (2) Power Trains (MCI) (1) Supervisory Mgmt (1) Nutrition (3) * Computer Science	
(6) Total	(3) Total	(3) Total	(25) Total		

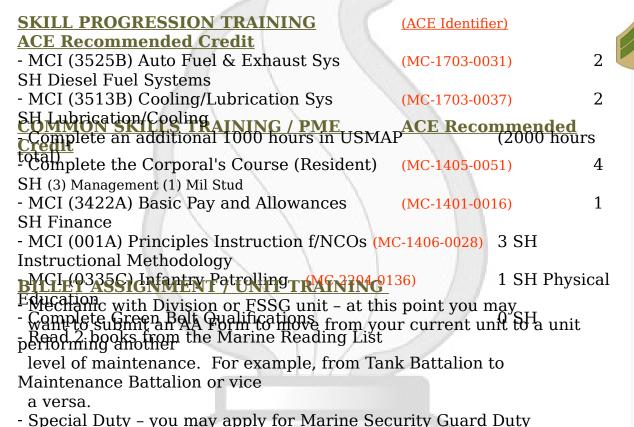


Road Mac

LCpl-Cpl

3rd Year





VOLUMERY EDUCATION

- Unit training should focus on the collective events established in the

Readiness Manual for this specific grade

* US History I

ACE Recommended 3 SH History

* Intro to Statistics

3 SH Math

* Political Science

3 SH Political Science

Credit Tally for:

Applied Science "Technical Studies" Associates Degree

Arts and Sciences Electives 30 SH Minimum			Applied Professional	
Humanities	Social Sciences/History	Natural Science/Math	30 SH Maximum a.k.a. (Free Electives)	
(3) * Speech 101 (3) * English 101	(3) * Psychology (3) * History I (3) * Political Science	(3) * College Algebra (3) * Intro to Statistics	(6) Hvy Equip Maint (2) Diesel Engines (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Mgmt (1) Terrorism (2) Hyd Brakes (MCI) (2) Power Trains (MCI)	(1) Supervisory Mgmt (1) Nutrition (3) Computer Science (2) Auto F&E Systems (2) Lubrication (MCI) (3) Management (1) Military Studies (1) Finance (3) Instructional Methods
(6) Total	(9) Total	(6) Total	(37) Total	l

Road Mar

Cpl - Sgt

-4th Year





- MCI (1343) Diesel Eng Maint/T-shooting (MC-1712-0007)
CCOMPLETE SKADDISONEME

MC-1712-0007) 0 SH (**30H**0 hours total)

Recommended Credit

- MCI (8010) Sergeant's DEP (MC-2204-0127) 8 SH (5) Mil Science, (2) Mgmt (1) Lang - MCI (028B)Intro to Combat Intelligence (MC-1606-0009) 1 SH

Intelligence
- MCI (0201) Intel Brief: Southwest Asia (MC-1511-0001) 2 SH

- MCI (0201) Intel Brief: Southwest Asia (MC-1511-0001) 2 SH International Studies

- Complete Green Belt Instructor Course (MC-1406-0048) 3 SH

Martial Axis Institution / Unit Training

- Read 2 books from the Marine Reading List - Try to move into a maintenance finding ement function such as publications No pholi-room eenlist you should see your career planner as early as possible and so on.

- Special duty – as a Sgt you must attend TAP classes tructor, Recruiter or Marine Security Guard

duty.

- Unit training should focus on the collective events established in the ACE Recommended Credit

* Natural Science Elective W/Lab * Readiness Manual for this specific grade * US History II

* Government

3 SH Government

Credit Tally for:

Applied Science "Technical Studies" Associates Degree

Arts and Sciences Electives 30 SH Minimum			Applied Professional		
Humanities	Social Sciences/History	Natural Science/Math	30 SH Maximum a.k.a. (Free Electives)		
(3) * Speech 101 (3) * English 101 (1) Language	(3) * Psychology (3) * History I (3) * Political Science (2) International Studies (3) * History II (3) * Government	(3) * College Algebra (3) * Intro to Statistics (4) * Natural Science Elective W/Lab	(6) Hvy Equip Maint (2) Diesel Engines (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Mgmt (1) Terrorism (2) Hyd Brakes (MCI) (2) Power Trains (MCI) (1) Supervisory Mgmt (1) Nutrition	(3) * Computer Science (2) Fuel Systems (MCI) (2) Lubrication (MCI) (3) Management (1) Military Studies (1) Finance (3) Instructional Methods (2) Engine Repair (5) Military Science (2) Management (1) Intelligence (3) Martial Arts Inst	
(7) Total	(17) Total	(10) Total	(50) Total	7	

This completes requirements for an Associates in Applied Science as prescribed by a SOCMAR School

2146 Road Mak

2146 Road Mar

Sergeant

5th-7th

Year		
SKILL PROGRESSION TRAINING	(ACE Identifier)	<u>ACE</u>
Recommended Credit		
- Attend the Tank Technicians Course	(MC-1710-0051	4 SH
(2) Hvy Equip (1) Auto Electrical		
- MCI (0414A) Grnd Maint Mgmt f/Supers	(MC-1717-0010	1 SH
Management		
- MCI (286G) Fundamentals Digital Logic	(MC-1715-0184	2 SH
SOMMON SKILLS TRAINING / PME	A	<u>CE</u>
Recommende doline State Devices (MC-1715-0	132) 2	SH Electronics

= Attenderesident Sergrant (500 quises in USMAP(MC-2204-010(5000 hours 5t Stall)

(2)Ldrshp (3) Mil History

- MCI (7100) SNCO Career DEP (MC-2204-0139) 4 SH (3) Military Science (1) Ldrshp

- MCI (8017) Weapons

(MC-2204-0132) 0 SH (Pre-requisite f/Sqt's

HIST ASSIGNMENT / UNIT TRAINING

MC 1034 / G Operations Guerilla Units

Maintenance Section Leader at Tank Battalion of Maintenance Battalion.

Military Guero as a Sgt or SSgt you may apply for Drill Instructor, Formal School Instructor,

Recruiter or Marine Security Guard duty.

- Unit training should focus on the collective events established in the Training &

vReadinessManual fon this specific grade **ACE Recommended** Credit * Technical Writing 3 SH English * Life Span Development 3 SH Psychology * Pre-Calculus 3 SH Math 3 UL SH * Educational Psychology **Psychology** 3 UL SH Logistics * Logistics Engineering * Literature 3 UL SH

Credit Tally for: Literature

* OrganizatiBackelevi@f Science/Liberal Arts Degree SH

Arts and Sciences Electives 60 SH Minimum (21 Upper Pever Culve			Applied Professional 60 SH Maximum (9 Upper Level)		
Humanities	Social Sciences/History	Natural Science/Math	a.k.a. (Free Electives)		
(3) * Speech 101 (3) * English 101 (1) Language (3) * Tech Writin (3) * UL Literate	(3) * Psychology (3) * History I (3) * Political Science (2) International Studies (3) * History II (3) * Government (3) * Psychology (3) * Educ Psychology (3) * UL Psychology (3) * UL History	(3) * College Algebra (3) * Intro to Statistics (4) * Natural Science Elective W/Lab	(3) Hvy Equip Maint (2) Diesel Engines (3) Automotive Funds (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Mgmt (1) Terrorism (2) Hyd Brakes (2) Power Trains (1) Super Mgmt (1) Nutrition	(3) * Comp Science (2) Fuel Systems (2) Lubrication (3) Management (1) Military Studies (1) Finance (3) Instructional Methods (2) Engine Repair (5) Mil Science (2) Management (1) Intelligence	(3) Martial Arts (2) Hvy Equip (1) Auto Electrical (1) Mgmt (2) Digital Elec (2) Electronics (3) Mil History (3) Mil Science (1) Leadership (3) Mil Science (3) * UL Logistics
(13) Total	(29) Total	(10) Total	(70) Total		•



8th-13th

Staff Sergeant

SKILL PROGRESSION TRAINING

Yet to be developed

ACE

Recommended Credit

Year

- MCI (2100) Advanced Supervisor's Course - MCI (345C) Logistics/Embark Specialist

(MC-1408-0030)

(ACE Identifier)

1 SH Reco

Management

- MCI (301N) Basic Warehousing (MC-1405-0046)

1 SH Physical

Distribution

- MCI (3412) Field Budget Formulation CCMMQtd &KaddiSioFRA30U016o(1FSME (MC-1401-0011) 1 SH Finance

(8600Ehours total)

Recontact Base Graditation Office to finalize apprenticeship documentation)

- Attend SNCO Career Course (Resident)

(MC-2204-0074)

SH (6) Mil Stud, (2) Ldrshp

(1) Physical Fitness

BMAIFT 2005 KNYMIANTA ALAN ITEPRALNING 142) 3 SH Military Science

- Maintenance Section Tanks Battalion and Aretenance Battalion.

- Special duty - as a SSgt you may apply for Drill Instructor, Formal School Instructor,

Recruiter or Marine Security Guard duty.

- Unit training should focus on the collective events established in the Training & Readiness

vManual for this specific grade

ACE Recommended Credit

- Apply for Degree Completion Program and/or continue with the following courses:

* Business Writing (EN 306)

3 UL SH Language

* Ethics

3 UL SH Humanities

* Social Science/History Elective

3 UL SH Social

Science/History

* Logistics Management

3 UL SH Logistics

* Natural Science/Math Electredit Tally for UL SH Natural Science/MatiBachelor of Science/Liberal Arts Degree

Arts and Sciences Electives 60 SH Minimum (21 Upper Level)		Applied Professional Tanagement 60 SH Maximum (9 Upper Level)			
Humanities	Social Sciences/History	Natural Science/Math	a.k.a. (Free Electives)		
(3) * Speech 101 (3) * English 101 (1) Language (3) * Tech Writin (3) * UL Literate (3) * UL Langua (3) * UL Humans	(3) * Psychology (3) * History I (3) * Political Science (2) International Studies (3) * History II (3) * Government (3) * Psychology (3) * Educ Psychology (3) * UL Psychology (3) * UL History (3) * UL Soc Sci/Hist	(3) * College Algebra (3) * Intro to Statistics (4) * Natural Science Elective W/Lab (3) * UL Natural Science/Math Elective	(3) Hvy Equip Maint (2) Diesel Engines (3) Automotive Funds (2) Marksmanship (1) Orienteering (3) Military Skills (1) Finance Mgmt (1) Terrorism (2) Hyd Brakes (2) Power Trains (1) Super Mgmt (1) Nutrition (3) * Comp Science (2) Fuel Systems (2) Lubrication	(3) Management (1) Military Studies (1) Finance (3) Instructional Methods (2) Engine Repair (5) Mil Science (2) Management (1) Intelligence (3) Martial Arts (2) Hvy Equip (1) Auto Electrical (1) Mgmt (2) Digital Elec	(2) Electronics (3) Mil History (3) Mil Science (1) Leadership (3) Mil Science (3) * UL Logistics (1) Recs Mgmt (1) Phys Dist (1) Finance (6) Mil Studies (2) Leadership (3) Mil Science (3) * UL Logistics (3) * UL Logistics
(19) Total	(32) Total	(13) Total	(90) Total		

This completes the requirements for a Bachelor of Science/Liberal Arts as prescribed by a SOCMAR school

Gunnery Sergeant

— 13th-18th Year



SKILL PROGRESSION TRAINING **ACE Recommended Credit**

- Attend Ground Ordnance Chief's Course

SH Maint Management

(ACE Identifier)

(MC-1717-0008)

(MC-2204-0076)

3

13 SH (7)

COMMON SKILLS TRAINING / PME Credit

- Attend the SNCO Advanced Course Mil Science (3) Ldrshp

ACE Recommended

(2) Phys Fit (1) Public Speaking

- MCI (7400) War fighting Skills (DEP) Military Studies

(MC-2204-0112) 2 SH

- Read 2 books per year from the Marine Reading List

BILLET ASSIGNMENT / UNIT TRAINING

- Maintenance Chief with Division, FSSG or I&I unit
- Gunnery Sergeants may apply for MSG, Drill Instructor, Recruiter or Formal School Instructor
- (check the ACE guide for recommended college credits for these specific special duty billets)
- Unit training should focus on the collective events established in the Training & Readiness

Manual for this specific grade **VOLUNTARY EDUCATION**

ACE Recommended Credit

- Listed below are the requirements for a Masters of Science in "Management" degree:
- This roadmap has provided the foundation for entry into a Master's Degree Program, this
- particular program is available on-line with two weekend residency requirements.
- Recommend application to an Advanced Degreed Completion program, however, if not

selected, this degree offers the greatest flexibility that we have found.

* Organizational Theory and Behavior

6 GL SH

Management

* Human Resource Management

3 GL SH Management

* Economic Issues in Organizations

3 GL SH Management

* Organizational Research

3 GL SH

Management

* Organizational Management and Leadership I 3 GL SH Man**Lhis**e**completes the requirements for a Masters of Science i**

*"Management"gas prescribed by a SOCMAR School**

Management

* Finance and Accounting for Managers

3 GL SH

Management

* Professional Leadership Development I (residency) 1 GL SH

Management

Master Sergeant

19th-22nd Year



SKILL PROGRESSION TRAINING Progression Training

(ACE Identifier)

ACE

Recommended Credit

- Attend Marine Logistics Education Program (MCLEP)

COMMON SKILLS TRAINING / PME Recommended Credit

ACE

- Attend the 1stSqt & MSqt seminar

- MCI (8510) Amphibious Warfare School (DEP) Phase I Mgmt

5 SH (3) Mil Stud (2)

(MC-2204-0113)

- MCI (8600) Amphibious Warfare School (DEP) Phase II 5 SH UL (3) Mil Stud (2) Mgmt

(MC-2204-0114)

- Read 2 books per year from the Marine Reading List

BILLET ASSIGNMENT / UNIT TRAINING

- Ordnance Chief with Division, FSSG, I&I, or a Logistics Depot
- Special Duty recommendations: Senior Marine Instructor/Chief Instructor at a formal school,

Maintenance Analyst at Marine Corps Logistics Chain Analysis Team, Production Chief at

MCCDC or serve as the Occupational Field Monitor

- Unit training should focus on the collective events established in the Training $\&\ Readiness$

Manual for this specific grade

VOLUNTARY EDUCATION

ACE Recommended Credit

- Continue to apply for Advanced Degree Completion and/or continue to pursue masters degree.

2149 Road Map

Master Gunnery Sergeant

SKILLS PROGRESSION TRAINING ACE Recommended Credit

(ACE Identifier)



COMMON SKILLS TRAINING / PME Recommended Credit

ACE

- Recommended Credit
- Attend the SgtMaj & MGySgt Symposium
- Attend Russell Leadership Conference
- MCI (8800) Command & Staff College (DEP) 18 SH UL/GL (3) International Rel

(MC-1408-0025)

(3) Mil Stud (3)

Org Mgmt

(3) Theory of War (3) GL Mil

(3) GL National Security

History (3) GL N BRead: 7 hostogramment from the Maxine Reading List

- Ordnance Chief with MEF, FSSG, Division, FMF Pacific or Atlantic
- Special Duty recommendations: Joint Tour
- Unit training should focus on the collective events established in the Training &

Readiness Manual for this specific grade

VOLUNTARY EDUCATION

- Continue to apply for Advanced Degree Completion and/or continue to pursue masters degree

2149 Road Map

NOTES FOR READING THE ROADMAP

General Information

- 1. Formal Military Schools and MCIs are listed in "BLACK".
- 2. Lower Level college courses (Freshmen/Sophomore) are listed in "BLUE".
- 3. Upper level (UL) college courses (Junior/Senior) are listed in Green.
- 4. American Council on Education (ACE) identifiers gives college and career counselors a reference to validate the recommended credits. The credits listed in this roadmap are current as of 16 January 2004. Updates to these can be found on-line at:

http://www.militaryguides.acenet.edu

Skill Progression

- 1. In addition to MCIs, and Formal MOS schools, certain MOSs can pass national certification testing: National Institute of Metallurgical Society (NIMS) for machinists, Students Excelling through National Standards of Excellence (SENSE) for welders, Automotive Service Excellence (ASE) for mechanics and technicians, etc...
- 2. Uniformed Services Military
 Apprenticeship Program (USMAP) is
 available to most active duty MOSs and is
 certified by the U.S. Department of Labor.
 This would qualify you as a journeyman
 apprentice which could mean a
 significantly higher starting salary in the
 civilian work force.

Common Skills/PME

1. This area covers training which is common to all Marines.

Billet Assignment/Unit Training

- 1. At division assignments you'll be conducting organizational level maintenance and this will give you a good feel for what it takes to fix equipment with limited time and resources.
- 2. At FSSG and wing assignments you'll

Voluntary Education

- 1. The voluntary education listed in the roadmap refers specifically to taking college level courses (MCIs and some PME are also "voluntary").
- 2. The degree program selected in the roadmap is just an example of one you could pursue. Many others are available through the SOCMAR network and can be found at:

http://www.soc.aascu.org/socmar/HandbookM.html In selecting the degree program for each MOS, lots of things were taken into consideration (i.e. availability of courses on-line, residency requirements, or other types of correspondence, campus locations, allowable credit transfers from non-traditional learning such as testing (CLEP/DANTES), and experiential learning.

- 3. Testing can replace the requirement to attend most of the college courses listed in the roadmap. Base education centers offer CLEP and DANTES tests for active duty military at no cost. Study guides for testing for most of the courses are also available at the education centers.
- 4. ASE exams are also available at the education centers. DANTES will pay for active duty military to take 3 exams per semi-annual year (every 6 months). The tests are offered in the spring and fall of every year and do require, at present, a \$31.00 non-refundable registration fee. ASE exams require documentation of two years experience working in the automotive industry. (LAV, Tank, AAV, engineer, and MT mechanics usually fall in this category and USMAP can help to document this experience).
- 5. Tuition assistance (T/A) currently pays for 100% of college course tuition.

 Students must pay for books and study guides. Tuition rates at most community colleges are much cheaper than for 4 year universities. You should consider taking most of your lower level courses through them as it saves the Marine Corps a tremendous amount of money which can